IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

JOHN BURNS

v.

211 Hickory Avenue

Feasterville, PA 19053 : CIVIL ACTION

Plaintiff, : DOCKET NO.:

CITY OF PHILADELPHIA : JURY TRIAL DEMANDED

o/a PHILADELPHIA POLICE DEPARTMENT 1401 JFK Blvd. Office 215 Philadelphia, PA 19106

maderpina, 1 A 19100

Defendant.

COMPLAINT

John Burns ("Plaintiff"), by and through his undersigned counsel, hereby avers as follows:

INTRODUCTION

1. Plaintiff initiates this action to redress violations by the City of Philadelphia o/a the Philadelphia Police Department ("Defendant") for violations of the Americans with Disabilities Act, as amended ("ADA" - 42 USC §§ 12101, et. seq.), the Philadelphia Fair Practices Ordinance ("PFPO"), and the Pennsylvania Human Relations Act ("PHRA"). Plaintiff asserts, inter alia, that he experienced unlawful workplace discrimination and retaliation, culminating in his termination from Defendant. As a direct consequence of Defendant's unlawful actions, Plaintiff seeks damages as set forth herein.

¹ Plaintiff's claims under the PHRA/PFPO is referenced herein for notice purposes. He is required to wait 1 full year before initiating a lawsuit from date of dual-filing with the EEOC. Plaintiff must however file his lawsuit in advance of same because of the date of issuance of his federal right-to-sue letter under the ADA. Plaintiff's PHRA/PFPO claims however will mirror identically his federal claims under the ADA.

JURISDICTION AND VENUE

- 2. This Court has original subject matter jurisdiction over the instant action pursuant to 28 U.S.C. §§1331 and 1343(a)(4) because it arises under laws of the United States and seeks redress for violations of civil rights violations under the ADA. There lies supplemental and/or ancillary jurisdiction over Plaintiff's state-law claims, as they arise out of the same common nucleus of operative fact(s) as Plaintiff's federal claims asserted herein.
- 3. This Court may properly maintain personal jurisdiction over Defendant because Defendant's contacts with this state and this judicial district are sufficient for the exercise of jurisdiction in order to comply with traditional notions of fair play and substantial justice, satisfying the standard set forth by the United States Supreme Court in <u>International Shoe Co. v.</u> Washington, 326 U.S. 310 (1945) and its progeny.
- 4. Pursuant to 28 U.S.C. §1391(b)(1) and (b)(2), venue is properly laid in this district because all of the acts and/or omissions giving rise to the claims set forth herein occurred in this judicial district.
- 5. Plaintiff filed a Charge of discrimination and retaliation with the Equal Employment Opportunity Commission ("EEOC"). Plaintiff has properly exhausted his administrative proceedings before initiating this action by timely filing his Charge with the EEOC, and by filing the instant lawsuit within 90 days of receiving a right-to-sue letter from the EEOC.

PARTIES

- 6. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.
 - 7. Plaintiff is an adult individual, with an address as set forth in the caption.

- 8. Defendant is the nation's fourth largest police department, with over 6300 sworn members and 800 civilian personnel, with an address as set forth in the above caption.
- 9. At all times relevant herein, Defendant acted by and through its agents, servants and/or employees, each of whom acted at all times relevant herein in the course and scope of their employment with and for Defendant.

FACTUAL BACKGROUND

- 10. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.
- 11. Defendant employed Plaintiff as a full-time Police Officer 1 from on or about September 10, 2007, through his unlawful termination, discussed herein, on or about June 23, 2023.
- 12. In total, Plaintiff was employed as a Patrolman/Police Officer for nearly sixteen (16) years and was a hard-working and dedicated public servant with no history of discipline/performance issues.
- 13. Plaintiff suffers from numerous serious medical conditions and associated symptoms and complications. By means of illustration only, Plaintiff suffers from radiculitis of the lumbar spine, lumbar radiculopathy, sciatica, lower extremity axonal-motor neuropathy, sural and superficial peroneal nerves which result in chronic pain in his back, legs and upper extremities.
- 14. These aforesaid disabilities, at times, substantially limit Plaintiff's ability to perform daily life activities such as managing pain, bending, twisting, lifting, sitting, walking, and running.

- 15. As a result of Plaintiff's aforementioned disabilities, he was placed out of work as a Patrolman between in or about October 2020 through January 2021.
- 16. Upon returning to work in or about January 2021, Defendant assigned Plaintiff to light duty at Defendant's Criminal Justice Center.
- 17. Defendant's policies and procedures provide that anytime a police officer has medical restrictions, they are universally assigned light or restricted duty, sedentary duty, or other roles that can be performed.
- 18. There are countless examples of other police officers being assigned light duty as it is not only common, but the expected practice and protocol (and required by both Defendant's policies and the Collective Bargaining Agreement in place between Defendant and the FOP).
- 19. On or about April 27, 2021, Plaintiff suffered a work-related injury to his neck that exacerbated his aforementioned disabilities.
- 20. Specifically, while working light duty at the Criminal Justice Center, a co-worker and fellow police officer struck Plaintiff in his upper back/lower neck area.
- 21. Due to this injury, and his aforementioned disabilities, Plaintiff was placed out of work beginning on or about April 2021 until he was cleared to return to work for light/restricted duty on or about January/February 2023, with a return-to-work date for full duty by August 2023.
- 22. Plaintiff kept in constant communication with Defendant and apprised him of his return-to-work dates and expectation to be cleared for full duty no later than August 2023.
- 23. Plaintiff returned to work on light duty/restricted status in or about February 2023 and was assigned to the body camera room (a light duty assignment).

- 24. As aforesaid, officers are universally assigned "light duty" or "restricted duty" roles, and light duty for a police officer is very easy and common to accommodate.
- 25. Plaintiff performed this role for approximately one (1) week before Defendant informed Plaintiff that he was being sent home and not permitted to resume work at all because Defendant could not locate him or his certifications on the DAR system.
- 26. Plaintiff protested and disputed there were any issues with either his certifications or training and offered to address any actual issues.
- 27. However, this bogus reasoning was simply pretext to prevent Plaintiff from working as Defendant promptly began to refuse to communicate with Plaintiff thereafter.
- 28. Defendant intentionally then stonewalled Plaintiff's repeated and numerous attempts to return to work.
- 29. By way of explanation, Plaintiff would make weekly and monthly efforts to communicate with Defendant to return to work, but Defendant failed to respond in any meaningful way.
- 30. For example, between February 2023 and May 2023, Plaintiff continuously communicated with Jen Bryan ("Bryan"), who was the Captain's Aide, about his return to work. Bryan provided no answers to Plaintiff and kept relaying obviously obstructive reasons as to why Plaintiff could not come back to work (i.e. one of his doctor's notes was unacceptable because it was not the "original").
- 31. Plaintiff was also going monthly to Defendant's Medical Unit as required with his current medical information.
- 32. By way of further example, on or about May 18, 2023, Plaintiff emailed Defendant's HR Manager Heather McCaffrey ("McCaffrey") and explained that he "had reached

out to your office numerous times in regard to this matter and was told I would receive a call back and I did not at all."

- 33. To be clear, Plaintiff was pleading to be returned to work, called McCaffrey nearly thirty (30) times, but McCaffrey and Defendant's other managers were non-responsive and ignored Plaintiff. Simply put, there was no interactive accommodation process whatsoever.
- 34. On or about May 18, 2023, after being continually ignored and growing frustrated, Plaintiff also submitted a memorandum to John Stanford ("Stanford"), Defendant's Deputy Police Commissioner seeking to return to work on light/restricted duty and notifying the Deputy Police Commissioner that his restrictions would "expire on August 16, 2023."
- 35. Plaintiff received no response to his memorandum, but shortly thereafter, on or about July 3, 2023, Defendant terminated Plaintiff's employment via a nonsensical letter stating that he had been terminated June 23, 2023, for "abandoning" his position (which was utterly and disgustingly false).
- 36. Plaintiff was <u>not</u>: (1) permitted to continue working light duty or restricted duty from January August of 2023; (2) given any interactive dialogue or process about accommodations; (2) given his entitlement of restricted or light duty for a period of 6 months, subject to an extension per policies; (3) given any of hundreds of potential light or restricted-duty roles; (4) talked to about circumstances of his continued employment prior to termination for alleged job abandonment; (5) accommodated in any manner despite many reasonable available accommodations; or (6) permitted to resume full duty despite expecting to be cleared for full duty as of August of 2023.
 - 37. These actions constitute unlawful discrimination and retaliation by Defendant.

COUNT I

<u>Violations of the Americans with Disabilities Act, as Amended ("ADA")</u> ([1] Disability Discrimination; [2] Failure to Accommodate; and [3] Retaliation)

- 38. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.
- 39. Plaintiff suffered from qualifying health conditions under the ADA which affected his ability (at times) to perform some daily life activities.
- 40. Plaintiff kept Defendant City's management informed of his serious medical conditions and need for medical treatment and other accommodations.
- 41. Despite Plaintiff's aforementioned health conditions and limitations, he was still able to perform the duties of his job well with Defendant City; however, Plaintiff did require reasonable accommodations at times.
- 42. Plaintiff requested intermittent leave for doctor's visits and to care for his aforesaid health conditions, as well as light duty work.
- 43. While Plaintiff initially granted some accommodations, they inexplicably stopped and denied Plaintiff's requests and refused to engage in any interactive dialog with him.
- 44. Specifically, Plaintiff was <u>not</u>: (1) permitted to continue working light duty or restricted duty from January August of 2023; (2) given any interactive dialogue or process about accommodations; (2) given his entitlement of restricted or light duty for a period of 6 months, subject to an extension per policies; (3) given any of hundreds of potential light or restricted-duty roles; (4) talked to about circumstances of his continued employment prior to termination for alleged job abandonment; (5) accommodated in any manner despite many reasonable available accommodations; or (6) permitted to resume full duty despite expecting to be cleared for full duty as of August of 2023.

- 45. Plaintiff avers that his known and/or perceived disabilities and/or his record of impairment was the motivating/determinative factor in Defendant's decision to not accommodate his requests for reasonable accommodations and terminate his employment.
- 46. Plaintiff avers that Defendant terminated him because Defendant refused to engage in the interactive process and/or refused to accommodate Plaintiff's disabilities.
- 47. Plaintiff avers that Defendant terminated his employment because he opposed discriminatory employment practices and/or requested reasonable accommodations (which constituted protected activities).
- 48. Defendants' unlawful discrimination and retaliation constitutes violations of the ADA.

WHEREFORE, Plaintiff prays that this Court enter an Order providing that:

- A. Defendant is to be prohibited from continuing to maintain its illegal policy, practice or custom of discriminating/retaliating against employees and are to be ordered to promulgate an effective policy against such unlawful acts and to adhere thereto;
- B. Defendant is to compensate Plaintiff, reimburse Plaintiff and make Plaintiff whole for any and all pay and benefits Plaintiff would have received had it not been for Defendant's illegal actions, including but not limited to past lost earnings, future lost earnings, salary, pay increases, bonuses, medical and other benefits, training, promotions, pension, and seniority. Plaintiff should be accorded those benefits illegally withheld from the date he first suffered retaliation/discrimination at the hands of Defendants until the date of verdict;
- C. Plaintiff is to be awarded punitive damages, as permitted by applicable law(s) alleged asserted herein, in an amount believed by the Court or trier of fact to be appropriate to

punish Defendants for its willful, deliberate, malicious and outrageous conduct and to deter

Defendants or other employers from engaging in such misconduct in the future;

D. Plaintiff is to be accorded any and all other equitable and legal relief as the Court

deems just, proper and appropriate including for emotional distress;

E. Plaintiff is to be awarded the costs and expenses of this action and reasonable

legal fees as provided by applicable federal and state law;

F. Any verdict in favor of Plaintiff is to be molded by the Court to maximize the

financial recovery available to Plaintiff in light of the caps on certain damages set forth in

applicable federal law; and

G. Plaintiff's claims are to receive a trial by jury to the extent allowed by applicable

law. Plaintiff has also endorsed this demand on the caption of this Complaint in accordance with

Federal Rule of Civil Procedure 38(b).

Respectfully submitted,

KARPF, KARPF & CERUTTI, P.C.

By:

Ari R. Karpf, Esq.

3331 Street Road

Two Greenwood Square

Building 2, Ste. 128

Bensalem, PA 19020

(215) 639-0801

Dated: April 30, 2024

IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

CASE MANAGEMENT TRACK DESIGNATION FORM

		CIVIL ACTION				
John Burr v.	1S					
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City of Philadelphia o/a Phi	iladelphia Police Department	NO.	•			
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SELECT ONE OF THE I	FOLLOWING CASE MANA	GEMENT TRACKS:				
(a) Habeas Corpus - Cases brought under 28 U.S.C. § 2241 through § 2255.						
(b) Social Security - Cases requesting review of a decision of the Secretary of Health and Human Services denying plaintiff Social Security Benefits.						
(c) Arbitration - Cases required to be designated for arbitration under Local Civil Rule 53.2.						
(d) Asbestos – Cases involving claims for personal injury or property damage from exposure to asbestos.						
commonly referred to a	Cases that do not fall into traces complex and that need speci- side of this form for a detailed	al or intense management by	()			
(f) Standard Management - Cases that do not fall into any one of the other tracks.						
4/30/2024 . Date	Attorney-at-law	Plaintiff Attorney for	Terri e television (e s			
(215) 639-0801	(215) 639-4970	akarpf@karpf-law.com				
Telephone	FAX Number	E-Mail Address				

(Civ. 660) 10/02

Case 2:24-cv-01822-JDWed Squirsons 1_{RICT} led UA/30/24 Page 11 of 12 FOR THE EASTERN DISTRICT OF PENNSYLVANIA

DESIGNATION FORM

(to be used by counsel or pro se plaintiff to indicate the category of the case for the purpose of assignment to the appropriate calendar)

Address of Plaintiff: 211 Hickory Avenue, Feasterville, PA 19053							
Address of Defendant: 1401 JFK Blvd, Office 215, Philadelphia, PA 19106							
Place of Accident, Incident or Transaction: Defendant's place of business							
RELATED CASE, IF ANY:							
Case Number: Judge: Date Terminated:							
Civil cases are deemed related when Yes is answered to any of the following questions:							
1. Is this case related to property included in an earlier numbered suit pending or within one year previously terminated action in this court?							
2. Does this case involve the same issue of fact or grow out of the same transaction as a prior suit Yes No X pending or within one year previously terminated action in this court?							
3. Does this case involve the validity or infringement of a patent already in suit or any earlier numbered case pending or within one year previously terminated action of this court?							
4. Is this case a second or successive habeas corpus, social security appeal, or pro se civil rights Yes No X							
I certify that, to my knowledge, the within case is / is not related to any case now pending or within one year previously terminated action in this court except as noted above.							
DATE: 4/30/2024 ARK2484 / 91538							
Attorney-at-Law / Pro Se Plaintiff Attorney I.D. # (if applicable)							
CIVIL: (Place a √ in one category only)							
CIVIL: (Place a $$ in one category only) A. Federal Question Cases: B. Diversity Jurisdiction Cases:							
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A. Federal Question Cases: 1. Indemnity Contract, Marine Contract, and All Other Contracts 2. FELA 3. Jones Act-Personal Injury 4. Antitrust 5. Patent 6. Labor-Management Relations 7. Civil Rights 8. Habeas Corpus 9. Securities Act(s) Cases 10. Social Security Review Cases 11. All other Federal Question Cases 12. ARBITRATION CERTIFICATION (The effect of this certification is to remove the case from eligibility for arbitration.) ARBITRATION CERTIFICATION (The effect of this certification is to remove the case from eligibility for arbitration.) Ari R. Karpf							

Case 2:24-cv-01822-JDV V Document 1 Filed 04/30/24 Page 12 of 12 VIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as

provided by local rules of court, purpose of initiating the civil do				74, is required for the use of th	e Clerk of Court for the		
I. (a) PLAINTIFFS			DEFENDANTS	DEFENDANTS			
BURNS, JOHN (b) County of Residence of First Listed Plaintiff Bucks (EXCEPT IN U.S. PLAINTIFF CASES)			DEPARTMENT County of Residence NOTE: IN LAND CO	County of Residence of First Listed Defendant Philadelphia (IN U.S. PLAINTIFF CASES ONLY)			
(c) Attorneys (Firm Name, A Karpf, Karpf & Cerutti, I Suite 128, Bensalem, PA		d, Two Greenwood So	Attorneys (If Known)				
II. BASIS OF JURISDI	CTION (Place an "X" in Oi	ne Box Only)	I. CITIZENSHIP OF P	RINCIPAL PARTIES	(Place an "X" in One Box for Plaintif		
1 U.S. Government	X 3 Federal Question		(For Diversity Cases Only)		and One Box for Defendant) PTF DEF		
Plaintiff	(U.S. Government !	Not a Party)		1 Incorporated or Prin of Business In T	cipal Place 4 4		
2 U.S. Government Defendant	4 Diversity (Indicate Citizenshi	ip of Parties in Item III)	Citizen of Another State	2 Incorporated <i>and</i> Pri of Business In A			
			Citizen or Subject of a Foreign Country	3 3 Foreign Nation	6 6		
IV. NATURE OF SUIT		ordy)	FORFEITURE/PENALTY	Click here for: Nature of BANKRUPTCY	of Suit Code Descriptions. OTHER STATUTES		
□ 110 Insurance □ 120 Marine □ 130 Miller Act □ 140 Negotiable Instrument □ 150 Recovery of Overpayment ∞ Enforcement of Judgment □ 151 Medicare Act □ 152 Recovery of Defaulted Student Loans (Excludes Veterans) □ 153 Recovery of Overpayment of Veteran's Benefits □ 160 Stockholders' Suits □ 190 Other Contract □ 195 Contract Product Liability □ 196 Franchise REAL PROPERTY □ 210 Land Condemnation □ 220 Foreclosure □ 230 Rent Lease & Ejectment □ 240 Torts to Land □ 245 Tort Product Liability □ 290 All Other Real Property	PERSONAL INJURY ' 310 Airplane ' 315 Airplane Product Liability ' 320 Assault, Libel & Slander ' 330 Federal Employers' Liability ' 340 Marine ' 345 Marine Product Liability ' 350 Motor Vehicle ' 355 Motor Vehicle Product Liability ' 360 Other Personal Injury ' 362 Personal Injury Medical Malpractice CIVIL RIGHTS 440 Other Civil Rights 441 Voting 442 Employment 443 Housing/ Accommodations X 445 Amer. w/Disabilities Employment 446 Amer. w/Disabilities Other 448 Education	PERSONAL INJURY 365 Personal Injury - Product Liability 367 Health Care/ Pharmaceutical Personal Injury Product Liability 368 Asbestos Personal Injury Product Liability 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY 370 Other Fraud 371 Truth in Lending 380 Other Personal Property Damage 385 Property Damage 385 Property Damage Product Liability PRISONER PETTTIONS Habeas Corpus: 463 Alien Detainee 510 Motions to Vacate Sentence 530 General 535 Death Penalty Other: 540 Mandamus & Other 550 Civil Rights 555 Prison Condition 560 Civil Detainee - Conditions of Confinement	Content Cont	422 Appeal 28 USC 158 423 Withdrawal	□ 375 False Claims Act 375 Qui Tam (31 USC 3729(a)) □ 400 State Reapportionment □ 410 Antitrust □ 430 Banks and Banking □ 450 Commerce □ 460 Deportation □ 470 Racketeer Influenced and Corrupt Organizations □ 480 Consumer Credit □ 490 Cable/Sat TV □ 850 Securities/Commodities/ Exchange □ 890 Other Statutory Actions □ 891 Agricultural Acts □ 893 Environmental Matters □ 895 Freedom of Information Act □ 896 Arbitration □ 899 Administrative Procedure Act/Review or Appeal of Agency Decision □ 950 Constitutionality of State Statutes		
	noved from 3 te Court Cite the U.S. Civil Sta ADA (42USC12	Appellate Court atute under which you are fi 101)					
VI CHOSE OF ACTIO	Brief description of ca	use: ADA, the PFPO and	the PHRA.				
VII. REQUESTED IN COMPLAINT:	CHECK IF THIS UNDER RULE 2	IS A CLASS ACTION 3, F.R.Cv.P.	DEMAND \$	CHECK YES only JURY DEMAND:	if demanded in complaint: X Yes 'No		
VIII. RELATED CASE IF ANY	(See instructions):	JUDGE		DOCKET NUMBER			
DATE 4/30/2024		SIGNATURE OF ATTOR	NEY OF RECORD				
FOR OFFICE USE ONLY	cert						
RECEIPT# AM	MOUNT	APPLYING IFP	JUDGE	MAG. JUD	OGE		

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